# Welcome to the Hillsborough Police 2016 Community Summit



# President's Task Force on 21<sup>st</sup> Century Policing

### Law enforcement

- 1. Review and update policies, training, and data collection on use of force, and engage community members and police labor unions in the process.
- 2. Increase transparency of data, policies, and procedures.
- 3. Call on the POST Commission to implement all levels of training.
- 4. Examine hiring practices and ways to involve the community in recruiting.
- 5. Ensure officers have access to the tools they need to keep them safe.

### Communities

- 1. Engage with local law enforcement; participate in meetings, surveys, and other activities.
- 2. Participate in problem-solving efforts to reduce crime and improve quality of life.
- 3. Work with local law enforcement to ensure crime-reducing resources and tactics are being deployed that mitigate unintended consequences.
- 4. Call on state legislators to ensure that the legal framework does not impede accountability for law enforcement.
- 5. Review school policies and practices, and advocate for early intervention strategies that minimize involvement of youth in the criminal justice system.

# President's Task Force on 21<sup>st</sup> century Policing – 6 Pillars

- Building Trust and Legitimacy
- Policy and Oversight
- Technology and Social Media
- Community Policing and Crime reduction
- Training and Education
- Officer Wellness and Safety

# **Building Trust and Legitimacy**

- Changing the culture of policing—guardian versus warrior culture of policing
- Culture of transparency and accountability
- Procedural justice: internal legitimacy
- Understand crime-fighting strategies that undermine or build public trust
- Community surveys
- Workforce diversity
- Decouple federal immigration enforcement from local policing
- Positive non-enforcement activities



# Policy & Oversight

- Community input and involvement
- Use of force
- Scientifically supported identification procedures
- Demographic data on all detentions
- No quotas for tickets for revenue
- Officer identification and reason for stops
- Prohibit profiling and discrimination, in particular as it relates to LGBT and gender nonconforming populations

# Technology & Social Media

- Address human rights and privacy concerns
- Body-worn cameras and other emerging technologies
- Public records laws—update to keep up with emerging technologies
- Transparency and accessibility for the community through technology

# Community Policing & Crime Reduction

- Community engagement in managing public safety
- Infuse community policing throughout law enforcement organizations
- Use multidisciplinary teams
- Protect the dignity of all
- Neighborhood problem solving
- Reduce aggressive law enforcement that stigmatizes youth
- Address the school-to-prison pipeline
- Youth Engagement

# **Training & Education**

- High quality training and training innovation hubs
- Engage community members in trainings
- Leadership training for all officers
- Higher education for law enforcement officers
- Use of technology to improve access to and quality of training
- Improve field training officer programs

# **Training & Education**

- Incorporate the following in basic recruit and inservice trainings:
  - Policing in a democratic society
  - Implicit bias and cultural responsiveness
  - Social interaction skills and tactical skills
  - Disease of addiction
  - Crisis intervention teams (mental health)
  - Reinforce policies on sexual misconduct and sexual harassment
  - How to work with LGBT and gender nonconforming populations

# Officer Wellness & Safety

- Multifaceted officer safety and wellness initiative
- Promote officer wellness and safety at every level
- Scientifically supported shift lengths
- Tactical first aid kit and training
- Anti-ballistic vests for every officer
- Collect information on injuries and near misses as well as officer deaths
- Require officers to wear seat belts and bulletproof vests

# QUESTIONS/COMMENTS?

# Training

### Training is a priority for HPD

- Balanced Scorecard Measure: >40 hours/employee
  - FY14 80.5
  - FY15 45.4
  - FY16 69.0
- Career Progression System
- Intermediate/Advanced Certificates
  - 60% have Advanced Certificate
  - 77% have Intermediate +



# Training

### **2017 Training Focuses:**

- > Use of Force
- Mindfulness and Cognitive Command
- ➤ Leadership and Supervision
- ➤ Problem Solving
- > Fair and Impartial Policing
- Driving

Hillsborough PD was the Winner of the National Law Enforcement Memorial Destination Zero Traffic Safety Award for 2016



# QUESTIONS/COMMENTS?

### **Body Worn Camera Update**

- Cameras are deployed with all patrol personnel and available for investigators as needed.
- We do random auditing of footage to identify training issues and gaps
- We are currently evaluating new versions of both in-car cameras and body worn cameras



# QUESTIONS/COMMENTS?

# Complaints

It is the policy of the Hillsborough police department to investigate all complaints related to the service of our officers.

- Complaints can be made in any manner and can be anonymous.
- A summary of complaints is provided to the Town Board as part of the Department's Monthly report

 Complaints as a % of calls for service is a measure in our balanced scorecard.

	Complaints as % of CFS
2014-2015	0.09%
2015-2016	0.11%
2016-2017	<1% is our target

# QUESTIONS/COMMENTS?

# Question for you:

If police officers arrest 100 people for various offenses over the course of a year, how many times do you think they would encounter some kind of resistance?

### **USE OF FORCE SUMMARY**

	Use of Force Reports	Total # of Arrests	Uses of force involving injury to citizen	Uses of force involving injury to officer	% of arrests involving use of force	% of arrests resulting in injury
2010	12	513	2	1	2.3%	0.5%
2011	7	503	1	0	1.4%	0.1%
2012	5	520	2	1	0.9%	0.6%
2013	8	567	3	2	1.4%	0.8%
2014	9	496	1	1	1.8%	0.2%
2015	16	552	0	1	2.8%	0.0%
2016	16	421	1	0	3.8%	0.2%

Note on Injuries: Several of the injuries reported here were situations where the arrestee claimed an injury but there was nothing visible and they refused to allow EMS to check them over. No follow-up report of an injury was received. No visible injury resulting in more than basic first aid occurred as a result of a use of force situation.

So... is 2015/2016 some kind of increase or trend?

### **USE OF FORCE SUMMARY**

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The answer is NO. The increase is connected to a change in our reporting requirements to ensure we review all incidents that involve even the potential that force was used.

	Reported and reviewed force incidents	Uses of Force (as recognized prior to 2015)	Displays of force that are now included
2015	16	10	4
2016	16	11	5

### **Preventative Display**

Responding to dangerous situations when no immediate resistance is present.

During the course of their duties, it is reasonably anticipated that officers may face situations that require the display of a level of force when confronted by an unknown potential threat even when a direct observable threat may not be present. These Preventative Displays of Force are permitted when officers face potential dangers due to the unknown nature of a situation, even though a visible threat is not present, to allow an officer to respond to a situation that could conceal hidden dangers quickly.

### Examples of these situations include:

- Searching a building after a break in or felony crime is discovered;
- Searching the woods or a structure for a suspect who is fleeing or hiding;
- Conducting a high-risk vehicle stop;
- At the end of a foot or vehicle pursuit when the suspect has stopped fleeing.

### **2016 Preventative Displays:**

- Officer encountered a suspect who had just stabbed several people. The suspect did not have visible weapon, but the officer ordered him to the ground at gunpoint and held him until other officers arrived
- Officers assisted OCSO in detaining a home invasion/robbery suspect vehicle the had stopped. Occupants held at gunpoint until they could be taken into custody.
- Officer detained a suspect who was reported to have been firing shots in the area at gunpoint until other officers could arrive.
- Officers displayed their weapons in response to an active disturbance in which shots had been reported to have been fired. Several individuals were detained until the situation was made safe and arrests were made.
- Officer detained a suspect at gunpoint who was an absconder from a murder charge, had several active warrants including assault, and was wanted in connection with a robbery that had recently occurred.

### TYPE OF SITUATION WHERE FORCE WAS REPORTED

	Reported Uses of Force	Arrest	Detention	Commitment	Assault on officer	Assault on others	Canine	Unknown nature/threat
2014	9	6	2	1				
2015	16	10	2		1	1		2
2016	16	11	2	2		1		

### **TYPES OF RESISTANCE FACED**

	Reported Uses of Force	Passive Resistance	Active Resistance	Assaultive Behaviors	Serious Bodily Harm/Deadly Force	None – Preventative display
2014	9	1	5	3		
2015	16	2	7	4		3
2016	16		8	3		5

### **TYPES OF FORCE USED**

	Reported Uses of Force	Physical Control	Taser Display	Taser Use	Pepper Spray display	Pepper Spray	Hard Hands	Canine Use	Firearm Display	Firearm Use
2014	9	7				1			1	
2015	16	7	3		1				5	
2016	16	9		2					5	

# **HPD** Use of Force Policy

The Hillsborough Police Department requires all members to:

- Exhaust all reasonable options to achieve voluntary compliance from a citizen before any kind of active force is used;
- Use only the amount of force that is reasonably necessary to achieve the officer's lawful goals; and
- Deescalate the level of force being used as soon as possible when the situation warrants.

Legal Authority can be found in NCGS 15A-401

### Resistance

- Passive Resistance
- Active Resistance
- Assaultive Behaviors
- Serious Bodily Harm and Deadly Force

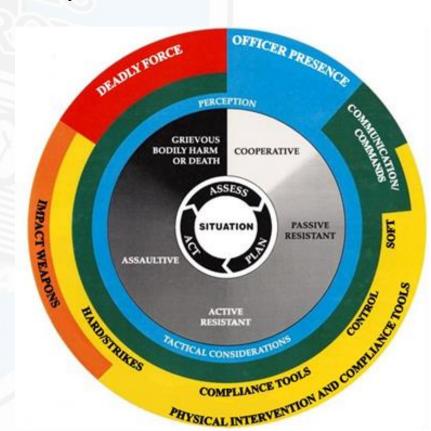
# Appropriateness of Using Force

"SAFE" Model

- Security
- Attack
- Flight
- Excessive repetition

## Use of Force Continuum

- Verbal commands
- Soft hand guidance
- Physical Intervention and Compliance Tools
  - Control techniques
  - Compliance tools
  - Hard hands
- Impact weapons
- Deadly Force



### Post Use of Force

- First responsibility is to seek medical attention for anyone injured
- Notify supervisor and secure the scene
- Collect evidence

# Reporting

- Verbal commands
- Soft hand guidance

Where Reporting/Review is required

- Physical Intervention and Compliance Tools
  - Control techniques
  - Compliance tools
  - Hard hands
- Impact weapons
- Deadly Force

### Reporting/review is required:

- Uses force beyond the level of soft-hand guidance;
- Uses force and an injury is sustained or alleged;
  - Deploys a police canine in an attempt to actively apprehend (not merely track) a suspect;
- Displays and threatens the use of a Taser, pepper spray, impact weapon or firearm.
- Discharges their duty firearm, regardless of intent or their duty status. (Exception: approved and appropriate firearms training and range activities.)

### Review

Steps we are using to review incidents include:

### Supervisor review

- Responds to scene
- Interviews Officers/Witnesses/Suspect
- Visually inspects suspect and officer for injuries
- Collects any evidence

### Command review

- If a serious injury is involved, will respond to scene
- Reviews all written documentation and reviews in-car or body worn cameras.
- Examines compliance with policy and reasonableness and checks for PEWS issues.

### Final Authority

Chief of Police makes final determination

# Use of Force Training

- 1. Annual In-service training
- 2. Policy review, sign off and testing
- Use of Force topics are part of daily/monthly training
- 4. Training is a component of use of force reviews
- 5. De-escalation training and verbal judo
- 6. Mindfulness training
- 7. Hands on scenario-based training
- 8. Applying use of force is part of supervisor training and part of supervisor selection process

# QUESTIONS/COMMENTS?

# What are your concerns or questions for us?